



# JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

## Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar



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Date : 28/7/14

### Office Order

The process of Performance Appraisal (PA) of all the Young Professionals who joined BRLPS in the year 2012 has been completed for their first year in BRLPS. Under the process, only those YPs who completed their 1 year in BRLPS and were found to be eligible for the Performance Appraisal, have been considered.

Performance Appraisal of YPs is a consolidated measure of the following four components:

- (A) Key Performance Indicators and Target v/s Achievement (50% weight)
- (B) Additional Tasks performed during the Year (20% weight)
- (C) Knowledge/Understanding of the project (20% weight)
- (D) Initiatives taken during the year (10% weight)

Consolidating the scores under each of the components mentioned above, the final performance grades of the YPs have been assigned on the basis of the following table:

**Table-1: Grade and Performance Pay**

Grade	Performance Pay (INR)
A	50000
B	40000
C	25000
D	NIL

The consolidated Performance Score/Grades of YPs with respect to their position in SPMU/DPCU/BPIU for the appraisal period, along with the Performance Pay is attached as **Annexure-1**.

Further, it is directed that disbursement of performance pay shall be made to the YPs within 7 days after receipt of the order. The DPMS would be the nodal person for ensuring payment of Performance Pay in DPCU and all concerned BPIUs.

Some of the YPs have worked in more than one capacity and at more than one station. Performance Pay would be given from present place of posting.

For those YPs, who have been separated from BRLPS, Annual Performance Pay would be disbursed from the place, where they worked last.

DPMS are directed to submit the statement of final payment of Annual Performance Pay to SPMU within 3 days after the disbursement of the payment.

(Sridhar C.)  
Chief Executive Officer

CC:

- 1) Director, OSD, CFO, AO, FO, PCs, PS, SPMs, SFMs
- 2) All DPMS/DPM-Incharge/FMs/ Manager-HR/YPs
- 3) IT Section.

## Annexure- 1

S. No.	Staff Id	Name	Thematic Unit	Designation	Date of Joining	Current Place of Posting	Final Grade	Performance Payout Period	Amount to be Paid
1	120770	Arun Kumar Ranjan	Off-Farm	YP	04-06-2012	Gaya	A	Performance Pay applicable from 04-June-2012 to 03-June-2013	50000
2	120144	Jnanesh Jha	LH-Farm	YP	02-05-2012	Attrition	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
3	120170	Uday Kumar	YP-BPM	YP-BPM	04-06-2012	Gaya	A	Performance Pay applicable from 04-June-2012 to 03-June-2013	50000
4	120147	Shreya Shalini	Jobs	YP	04-06-2012	SPMU/Gurgaon	A	Performance Pay applicable from 04-June-2012 to 03-June-2013	50000
5	120365	Tejas Suhas Muley	YP-BPM	YP-BPM	02-05-2012	SPMU	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
6	120258	John Gaingamlung	SD	YP	04-06-2012	Attrition	A	Performance Pay applicable from 04-June-2012 to 03-June-2013	50000
7	120060	Amrendra Kumar	Jobs	YP	04-06-2012	SPMU	A	Performance Pay applicable from 04-June-2012 to 03-June-2013	50000
8	120159	Gaurav Majumdar	IB & CB	YP	02-05-2012	SPMU	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
9	120750	Surbhi Priyadershini	Jobs	YP	02-05-2012	Gaya	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
10	120056	Paramveer Singh	M & E	YP	02-05-2012	SPMU	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
11	120053	Nikita Bankoti	LH-Farm	YP	02-05-2012	SPMU	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
12	120055	Archana Chandola	M & E	YP	02-05-2012	SPMU	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
13	120257	S Deepak Kumar	LH-Farm	YP	02-05-2012	Purnia	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
14	121109	Neelam Bharti	LH-Farm	YP	02-05-2012	Attrition	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000




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15	121140	Abhishek Kumar	LH-Farm	YP	02-05-2012	SPMU	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
16	120146	Abdul Quadir	Communication	YP	04-06-2012	SPMU	A	Performance Pay applicable from 04-June-2012 to 03-June-2013	50000
17	120262	Ritesh Kumar	YP-BPM	YP-BPM	04-06-2012	Attrition	A	Performance Pay applicable from 04-June-2012 to 03-June-2013	50000
18	120244	Vishnu Raghunathan	YP-BPM	YP-BPM	02-05-2012	Purnia	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
19	120562	Abhinay Shrivastava	YP-BPM	YP-BPM	02-05-2012	Nalanda	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
20	121035	Sarita Durgdung	SD	YP	02-05-2012	SPMU	A	Performance Pay applicable from 02-May-2012 to 01-May-2013	50000
21	120327	Valleri Sharma	SD	YP	04-06-2012	SPMU	A	Performance Pay applicable from 04-June-2012 to 03-June-2013	50000
22	120259	Ravi Kant Bharti	Off-Farm	YP	04-06-2012	Purnia	B	Performance Pay applicable from 04-June-2012 to 03-June-2013	40000
23	120326	Shrabani Ushashi Mishra	IB & CB	YP	02-05-2012	SPMU	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
24	121092	Asim Katiyar	MF	YP	02-05-2012	Attrition	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
25	120211	Baijanth Kumar Paswan	YP-BPM	YP-BPM	02-05-2012	Purnia	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
26	120057	Paramita Saha	MF	YP	02-05-2012	SPMU	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
27	120607	Pritesh Kumar Lal	MF	YP	02-05-2012	Muzaffarpur	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
28	120597	Md. Mainaz	SD	YP	02-05-2012	Muzaffarpur	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
29	120564	Jaya Sharma	LH-Farm	YP	02-05-2012	Muzaffarpur	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000

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S. No.	Staff Id	Name	Thematic Unit	Designation	Date of Joining	Current Place of Posting	Final Grade	Performance Payout Period	Amount to be Paid
30	121108	Shalini	YP-BPM	YP-BPM	02-05-2012	SPMU	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
31	120197	Ajeet Kumar	YP-BPM	YP-BPM	04-06-2012	Attrition	B	Performance Pay applicable from 04-June-2012 to 03-June-2013	40000
32	120819	Shipra Srivastava	MF	YP	02-05-2012	Attrition	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	Not to be Paid
33	120064	Srashti Singhal	LH-Farm	YP	02-05-2012	Attrition	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
34	121141	Chandani Prakash	SD	YP	02-05-2012	SPMU	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
35	120565	Rahul Prakash	LH-Farm	YP	02-05-2012	Muzaffarpur	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
36	120563	Abhijit Kumar Jha	Non Farm	YP	02-05-2012	Attrition	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
37	120150	Sudhir Kumar	YP-BPM	YP-BPM	04-06-2012	Attrition	B	Performance Pay applicable from 04-June-2012 to 03-June-2013	40000
38	120749	Jyotasa Choubey	MF	YP	02-05-2012	Gaya	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	Not to be Paid
39	120704	Vandana Kumari	IB & CB	YP	02-05-2012	Attrition	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	Not to be Paid
40	120059	Swati Singh	Resource Cell	YP	02-05-2012	SPMU	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
41	120634	Gyanendra Prakash	LH-Farm	YP	02-05-2012	Attrition	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
42	120347	Abhishek Prakash Pathak	YP-BPM	YP-BPM	02-05-2012	Madhubani	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
43	120160	Himanshu Shekhar Sharma	SD/Communication	YP	04-06-2012	SPMU	B	Performance Pay applicable from 04-June-2012 to 03-June-2013	40000
44	120748	Soumyajit Auddy	Non Farm	YP	02-05-2012	Attrition	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	Not to be Paid

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45	120598	Swati Kumari	Jobs	YP	02-05-2012	Muzaffarpur	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
46	120364	Chandan Kumar	Non Farm	YP	02-05-2012	Madhubani	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
47	120149	Swarnim Lata Karn	LH-Farm	YP	02-05-2012	Khagaria	B	Performance Pay applicable from 02-May-2012 to 01-May-2013	40000
48	120061	Shashi Kumar Yadav	Jobs	YP	04-06-2012	SPMU	B	Performance Pay applicable from 04-June-2012 to 03-June-2013	40000
49	120063	Sanjay Kumar	Jobs	YP	16-08-2012	SPMU	B	Performance Pay applicable from 16-Aug-2012 to 15-Aug-2013	40000
50	121417	Govind Kumar	LH-Farm	YP	16-08-2012	SPMU	B	Performance Pay applicable from 16-Aug-2012 to 15-Aug-2013	40000
51	120349	Debotosh Mahato	M & E	YP	02-05-2012	Gaya	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	25000
52	120348	Binay Soreng	LH-Farm	YP	02-05-2012	Madhubani	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	25000
53	120145	Akshans h Akshat	IB & CB	YP	02-05-2012	Khagaria	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	25000
54	120148	Pallavi Rani	SD	YP	02-05-2012	Saharsa	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	25000
55	120769	Noopur Tiwari	SD	YP	02-05-2012	Gaya	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	Not to be Paid
56	120058	Arpita Juby	Resource Cell	YP	02-05-2012	SPMU	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	25000
57	120543	Trilok Kumar Sharma	Communi cation	YP	02-05-2012	Muzaffarpur	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	25000
58	120151	Sumit Kapoor	Non Farm	YP	02-05-2012	SPMU	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	25000
59	120152	Arpana Kumari	SD	YP	02-05-2012	Attrition	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	25000

*Sumit*

*Arpana*

S. No.	Staff Id	Name	Thematic Unit	Designation	Date of Joining	Current Place of Posting	Final Grade	Performance Payout Period	Amount to be Paid
60	120687	Sneha Kumari	Communication	YP	02-05-2012	Attrition	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	Not to be Paid
61	120767	Ragini Kumari	M & E	YP	02-05-2012	Gaya	C	Performance Pay applicable from 02-May-2012 to 01-May-2013	Not to be Paid
62	120544	Shalini Kumari	IB & CB	YP	02-05-2012	Muzaffarpur	D	Performance Pay applicable from 02-May-2012 to 01-May-2013	NIL
63	120393	Avinash Kumar	SD	YP	04-06-2012	SPMU	D	Performance Pay applicable from 04-June-2012 to 03-June-2013	NIL
64	120317	Sunny Raj	Jobs	YP	07-06-2012	SPMU	D	Performance Pay applicable from 07-June-2012 to 06-July-2013	NIL
65	120747	Niharika Verma	M & E	YP	02-05-2012	Attrition	Absent	Performance Pay applicable from 02-May-2012 to 01-May-2013	NIL
66	120309	Kumari Shweta	M & E	YP	04-06-2012	Attrition	Absent	Performance Pay applicable from 04-June-2012 to 03-June-2013	NIL

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